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PATENT & TRADEMARK OFFICE

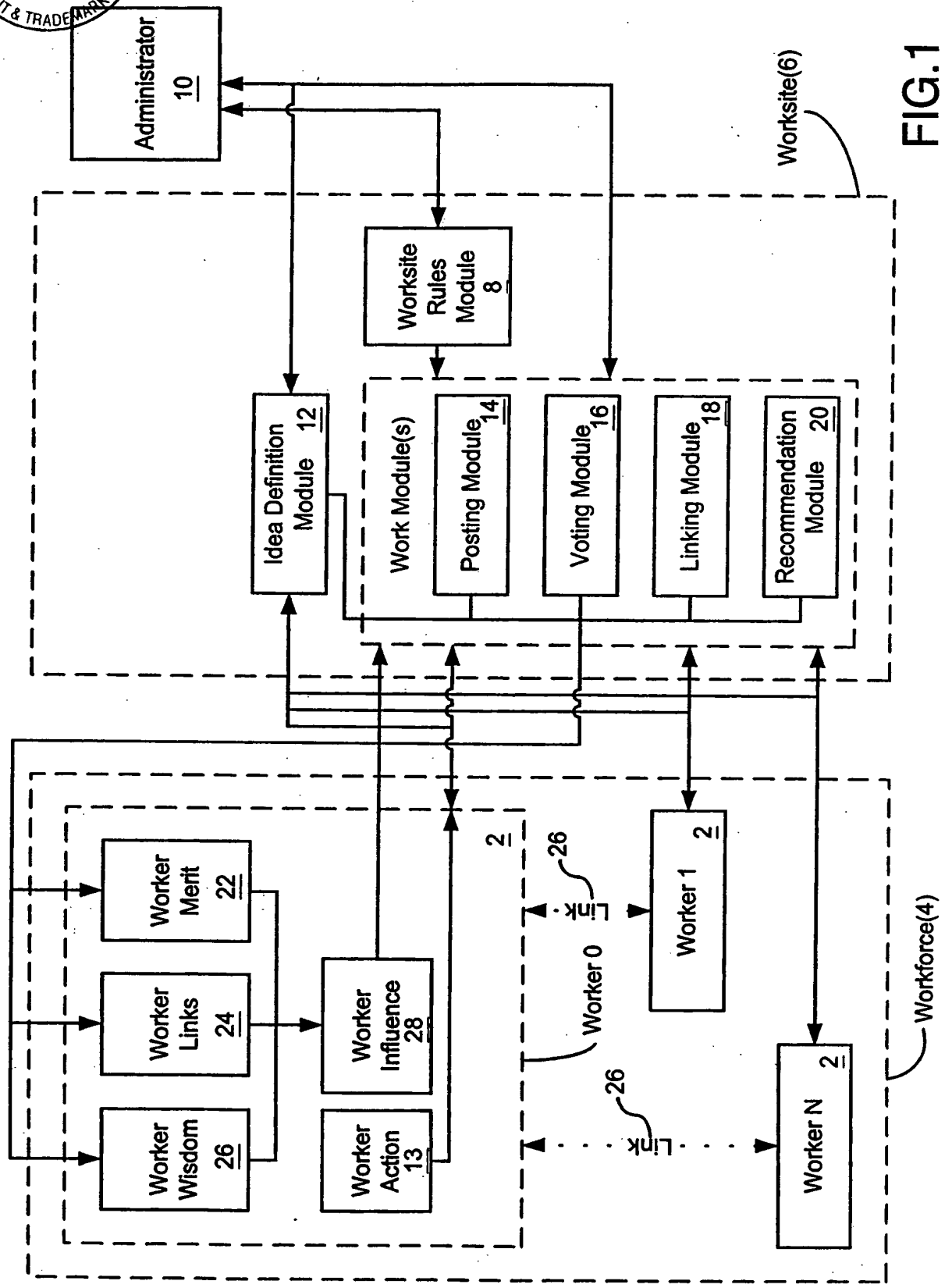

FIG.1

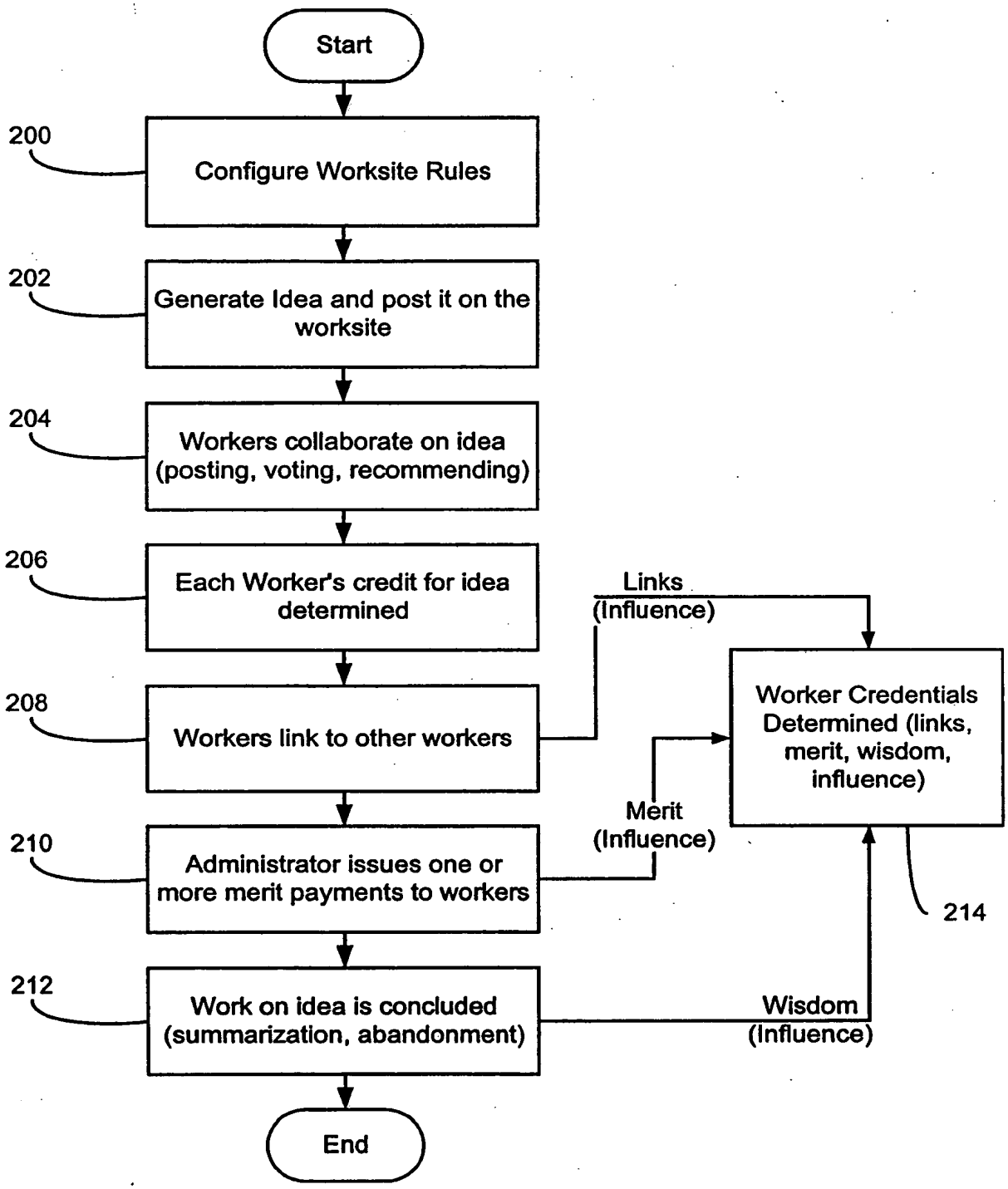
Start
200
Configure Worksite Rules
202
Generate Idea and post it on the worksite
204
Workers collaborate on idea (posting, voting, recommending)
206
Each Worker's credit for idea determined
208
Workers link to other workers
210
Administrator issues one or more merit payments to workers
212
Work on idea is concluded (summarization, abandonment)
End
Links (Influence)
Merit (Influence)
Wisdom (Influence)
Worker Credentials Determined (links, merit, wisdom, influence)
214

FIG.2

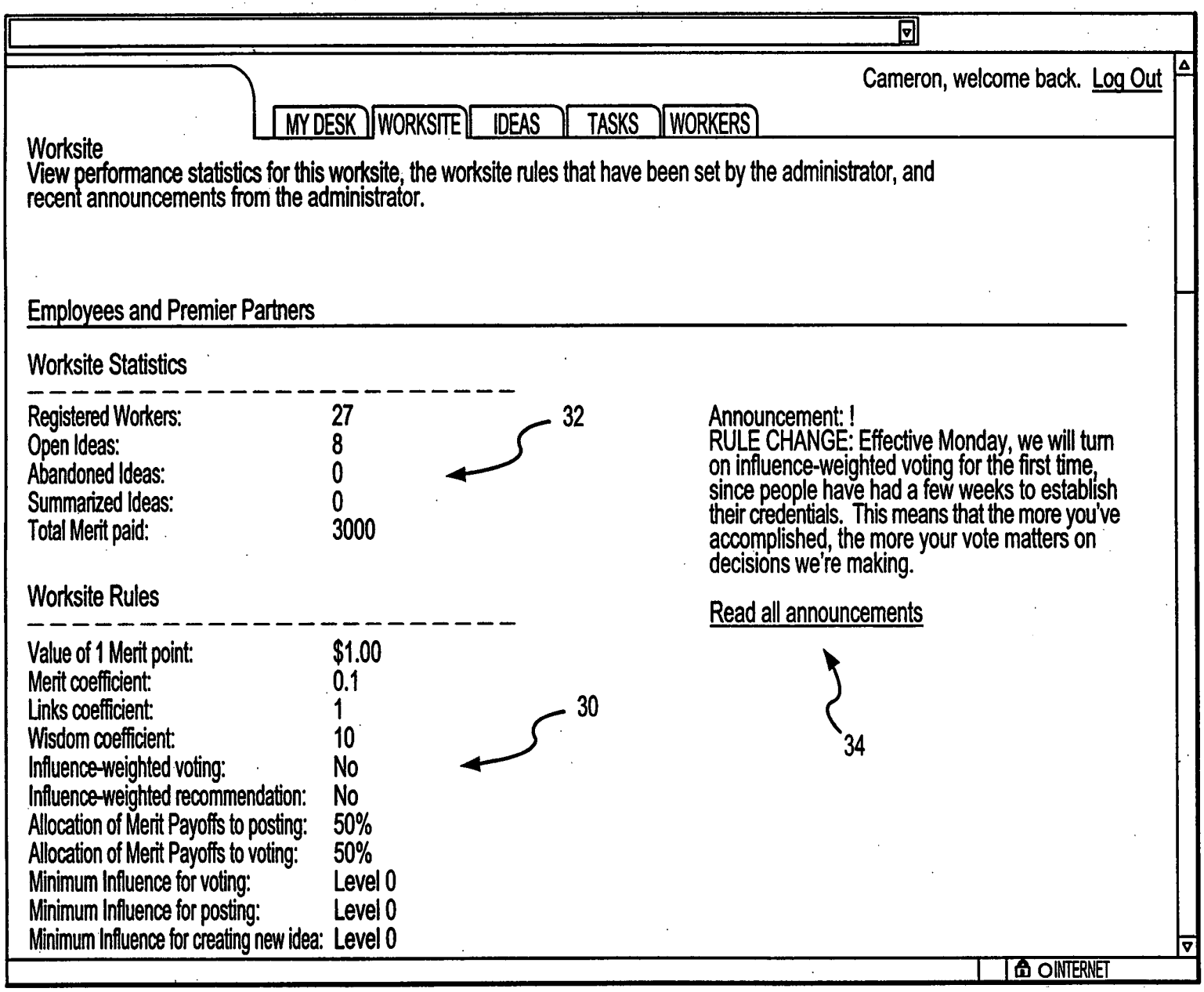

FIG.3

METHOD, APPARATUS, AND MANUFACTURE FOR FACILITATING A SELF-ORGANIZING WORKFORCE, Application No. 09/944,324 filed Aug. 30, 2001, Atty. Docket No. 11049.02, Cust. No. 20686, PH 303-629-3400

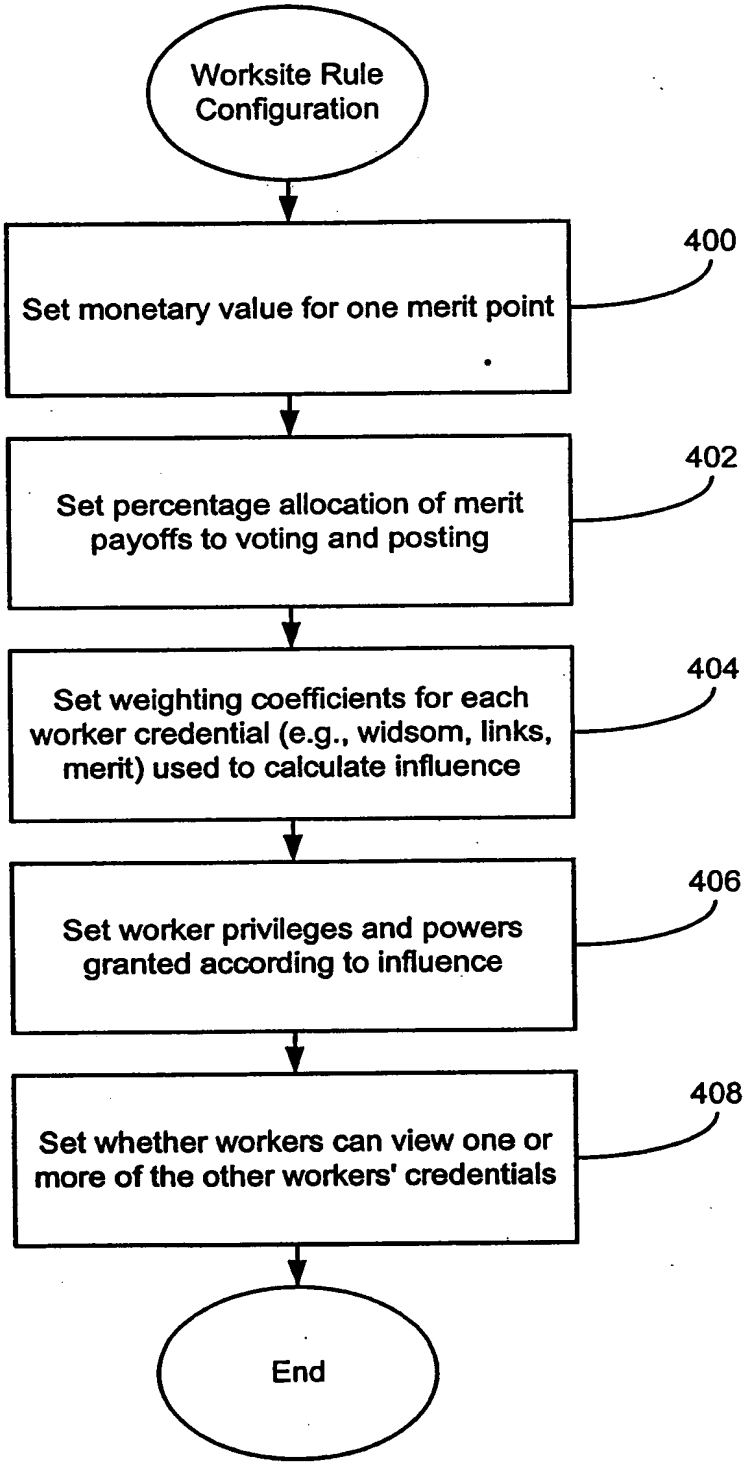
Worksite Rule Configuration
Set monetary value for one merit point
400
Set percentage allocation of merit payoffs to voting and posting
402
Set weighting coefficients for each worker credential (e.g., widsom, links, merit) used to calculate influence
404
Set worker privileges and powers granted according to influence
406
Set whether workers can view one or more of the other workers' credentials
408
End

FIG.4

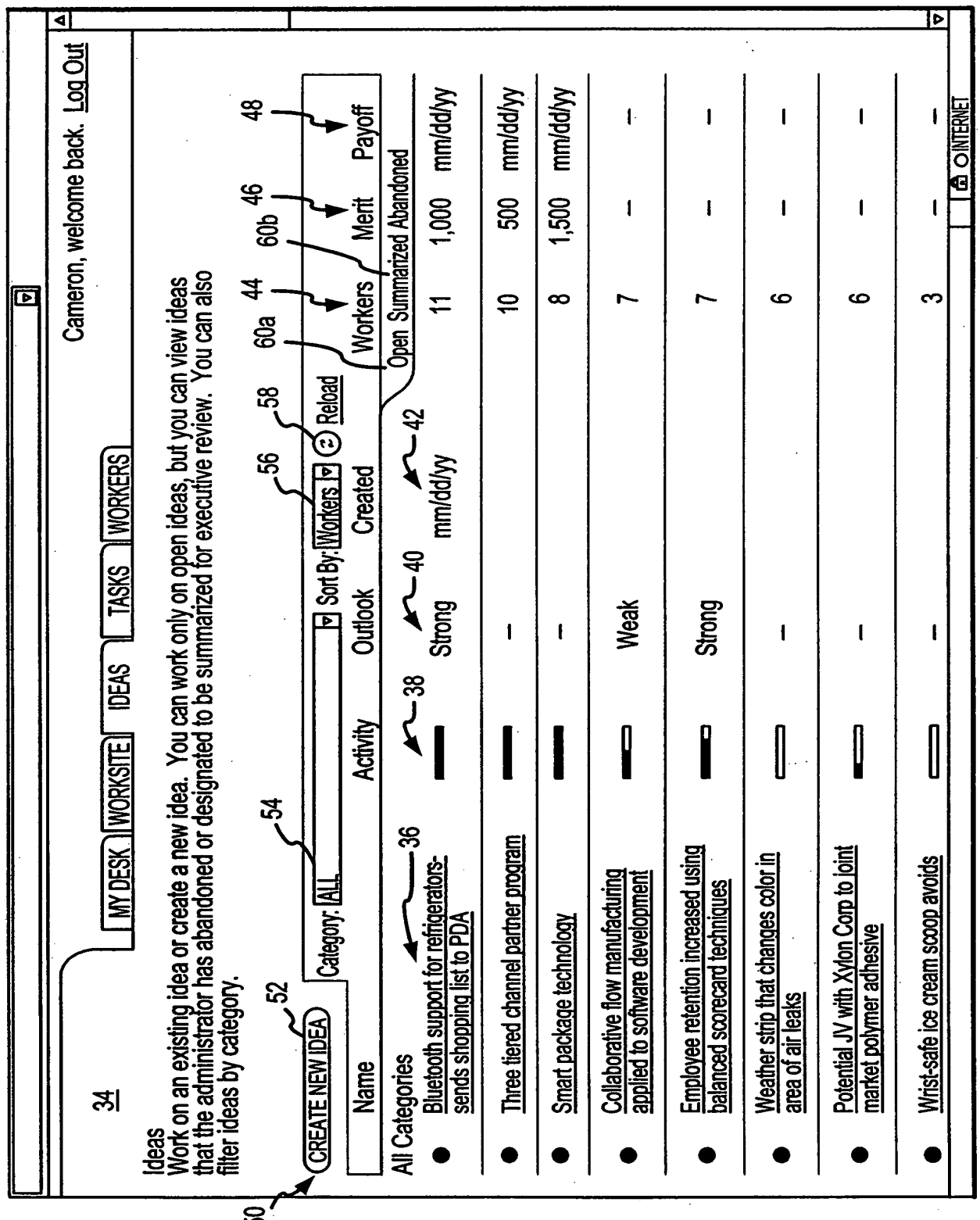
34
Cameron, welcome back. Log Out
MY DESK
WORKSITE
IDEAS
TASKS
WORKERS
Ideas
Work on an existing idea or create a new idea. You can work only on open ideas, but you can view ideas that the administrator has abandoned or designated to be summarized for executive review. You can also filter ideas by category.
50
52
CREATE NEW IDEA
54
Category: ALL
Sort By: Workers
56
58
Reload
60a
44
60b
46
48
Open Summarized Abandoned
Name
36
All Categories
Activity
38
Outlook
40
Created
42
Workers
Merit
Payoff
Bluetooth support for refrigerators-sends shopping list to PDA
Strong
mm/dd/yy
11
1,000
mm/dd/yy
Three tiered channel partner program
–
10
500
mm/dd/yy
Smart package technology
–
8
1,500
mm/dd/yy
Collaborative flow manufacturing applied to software development
Weak
7
–
–
Employee retention increased using balanced scorecard techniques
Strong
7
–
–
Weather strip that changes color in area of air leaks
–
6
–
–
Potential JV with Xylon Corp to joint market polymer adhesive
–
6
–
–
Wrist-safe ice cream scoop avoids
–
3
–
–
INTERNET

FIG.5

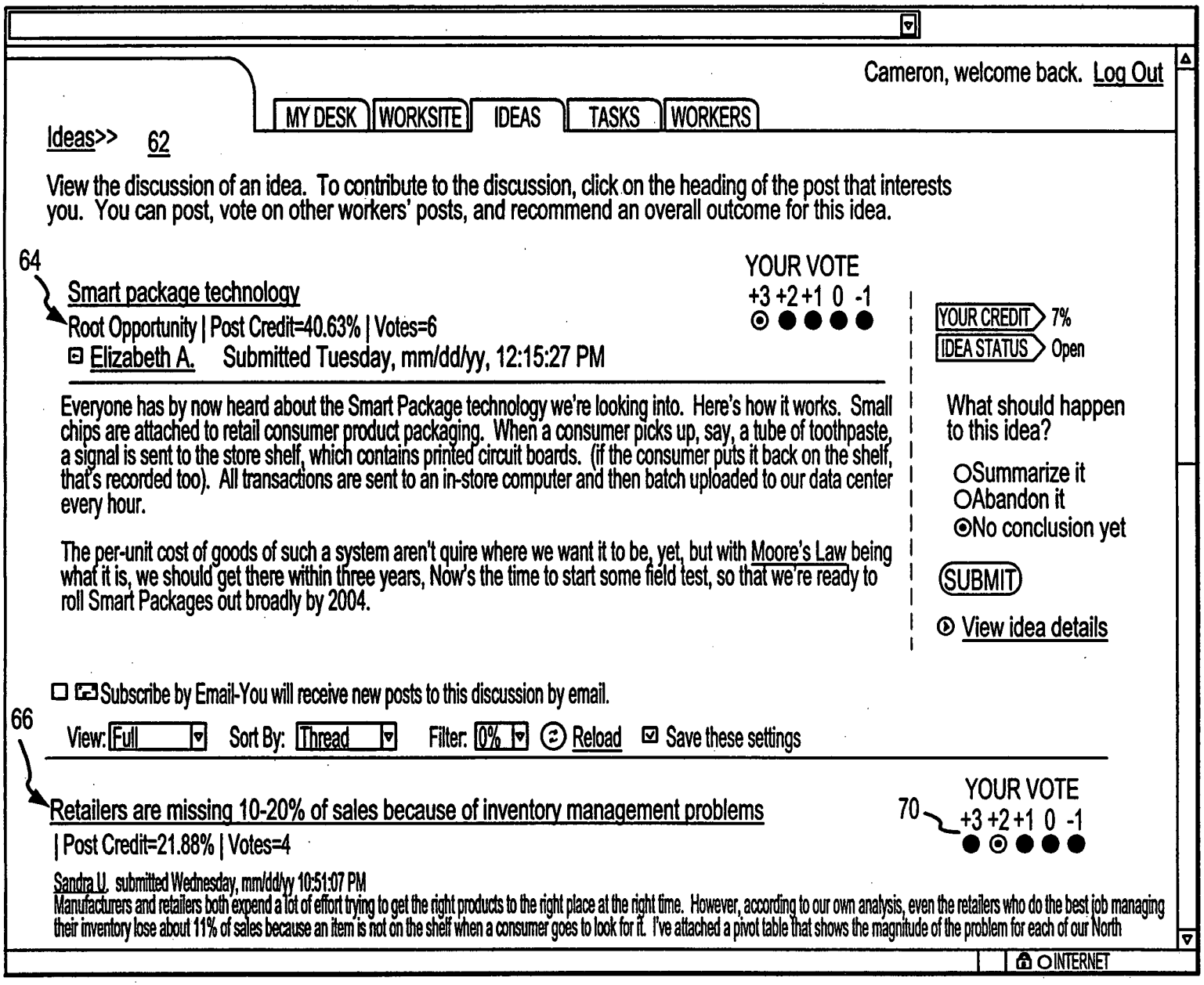
Cameron, welcome back. Log Out
MY DESK
WORKSITE
IDEAS
TASKS
WORKERS
Ideas>> 62
View the discussion of an idea. To contribute to the discussion, click on the heading of the post that interests you. You can post, vote on other workers' posts, and recommend an overall outcome for this idea.
64
YOUR VOTE
+3 +2 +1 0 -1
Smart package technology
Root Opportunity | Post Credit=40.63% | Votes=6
Elizabeth A. Submitted Tuesday, mm/dd/yy, 12:15:27 PM
YOUR CREDIT 7%
IDEA STATUS Open
Everyone has by now heard about the Smart Package technology we're looking into. Here's how it works. Small chips are attached to retail consumer product packaging. When a consumer picks up, say, a tube of toothpaste, a signal is sent to the store shelf, which contains printed circuit boards. (if the consumer puts it back on the shelf, that's recorded too). All transactions are sent to an in-store computer and then batch uploaded to our data center every hour.
The per-unit cost of goods of such a system aren't quire where we want it to be, yet, but with Moore's Law being what it is, we should get there within three years, Now's the time to start some field test, so that we're ready to roll Smart Packages out broadly by 2004.
What should happen to this idea?
Summarize it
Abandon it
No conclusion yet
SUBMIT
View idea details
Subscribe by Email-You will receive new posts to this discussion by email.
66
View: Full
Sort By: Thread
Filter: 0%
Reload
Save these settings
Retailers are missing 10-20% of sales because of inventory management problems
70
YOUR VOTE
+3 +2 +1 0 -1
| Post Credit=21.88% | Votes=4
Sandra U. submitted Wednesday, mm/dd/yy 10:51:07 PM
Manufacturers and retailers both expend a lot of effort trying to get the right products to the right place at the right time. However, according to our own analysis, even the retailers who do the best job managing their inventory lose about 11% of sales because an item is not on the shelf when a consumer goes to look for it. I've attached a pivot table that shows the magnitude of the problem for each of our North
INTERNET

FIG.6A

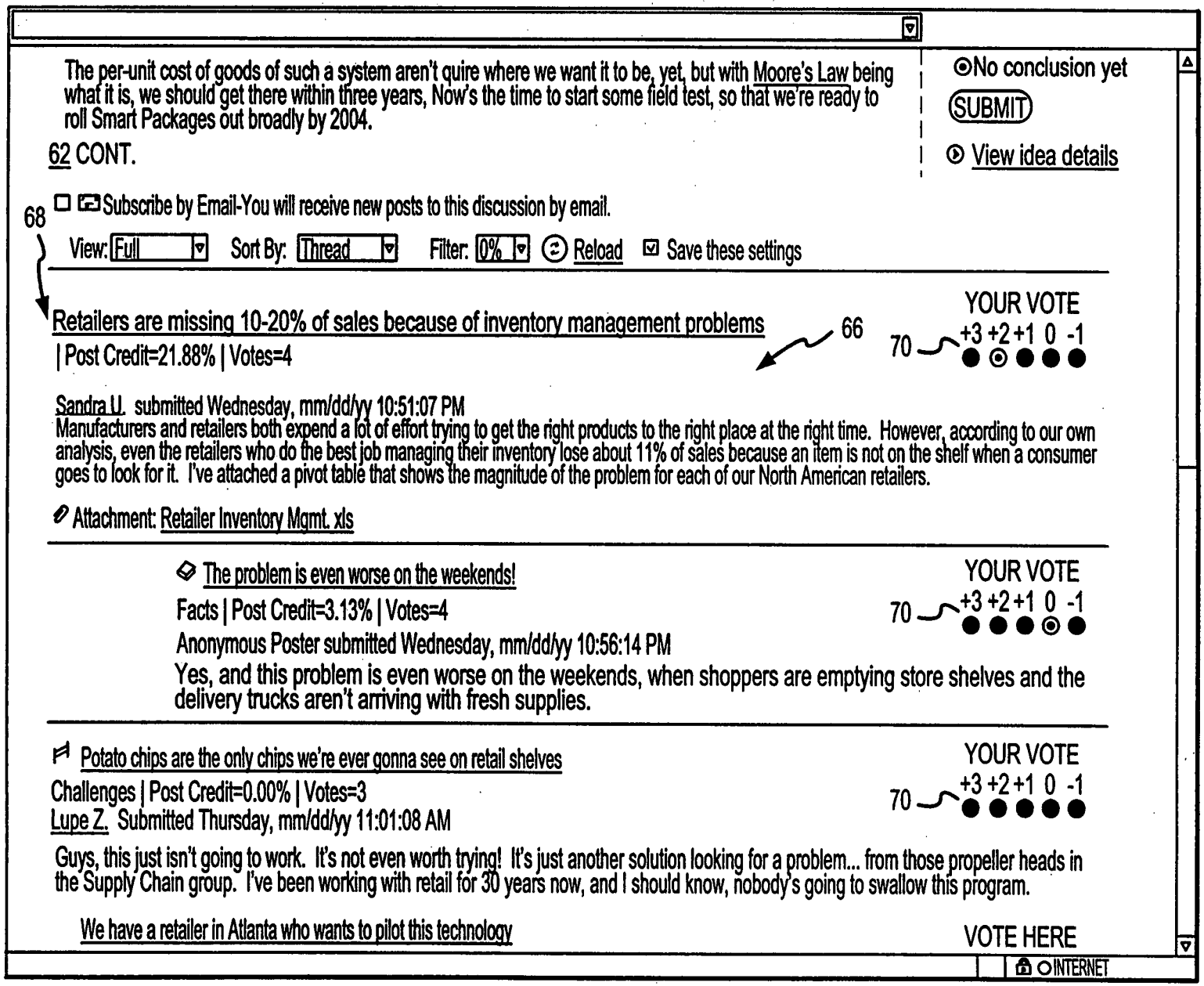
The per-unit cost of goods of such a system aren't quire where we want it to be, yet, but with Moore's Law being what it is, we should get there within three years, Now's the time to start some field test, so that we're ready to roll Smart Packages out broadly by 2004.
62 CONT.
No conclusion yet
SUBMIT
View idea details
68
Subscribe by Email-You will receive new posts to this discussion by email.
View: Full
Sort By: Thread
Filter: 0%
Reload
Save these settings
Retailers are missing 10-20% of sales because of inventory management problems
66
| Post Credit=21.88% | Votes=4
YOUR VOTE
70
+3 +2 +1 0 -1
Sandra U. submitted Wednesday, mm/dd/yy 10:51:07 PM
Manufacturers and retailers both expend a lot of effort trying to get the right products to the right place at the right time. However, according to our own analysis, even the retailers who do the best job managing their inventory lose about 11% of sales because an item is not on the shelf when a consumer goes to look for it. I've attached a pivot table that shows the magnitude of the problem for each of our North American retailers.
Attachment: Retailer Inventory Mgmt. xls
The problem is even worse on the weekends!
Facts | Post Credit=3.13% | Votes=4
YOUR VOTE
70
+3 +2 +1 0 -1
Anonymous Poster submitted Wednesday, mm/dd/yy 10:56:14 PM
Yes, and this problem is even worse on the weekends, when shoppers are emptying store shelves and the delivery trucks aren't arriving with fresh supplies.
Potato chips are the only chips we're ever gonna see on retail shelves
Challenges | Post Credit=0.00% | Votes=3
YOUR VOTE
70
+3 +2 +1 0 -1
Lupe Z. Submitted Thursday, mm/dd/yy 11:01:08 AM
Guys, this just isn't going to work. It's not even worth trying! It's just another solution looking for a problem... from those propeller heads in the Supply Chain group. I've been working with retail for 30 years now, and I should know, nobody's going to swallow this program.
We have a retailer in Atlanta who wants to pilot this technology
VOTE HERE
INTERNET

FIG.6B

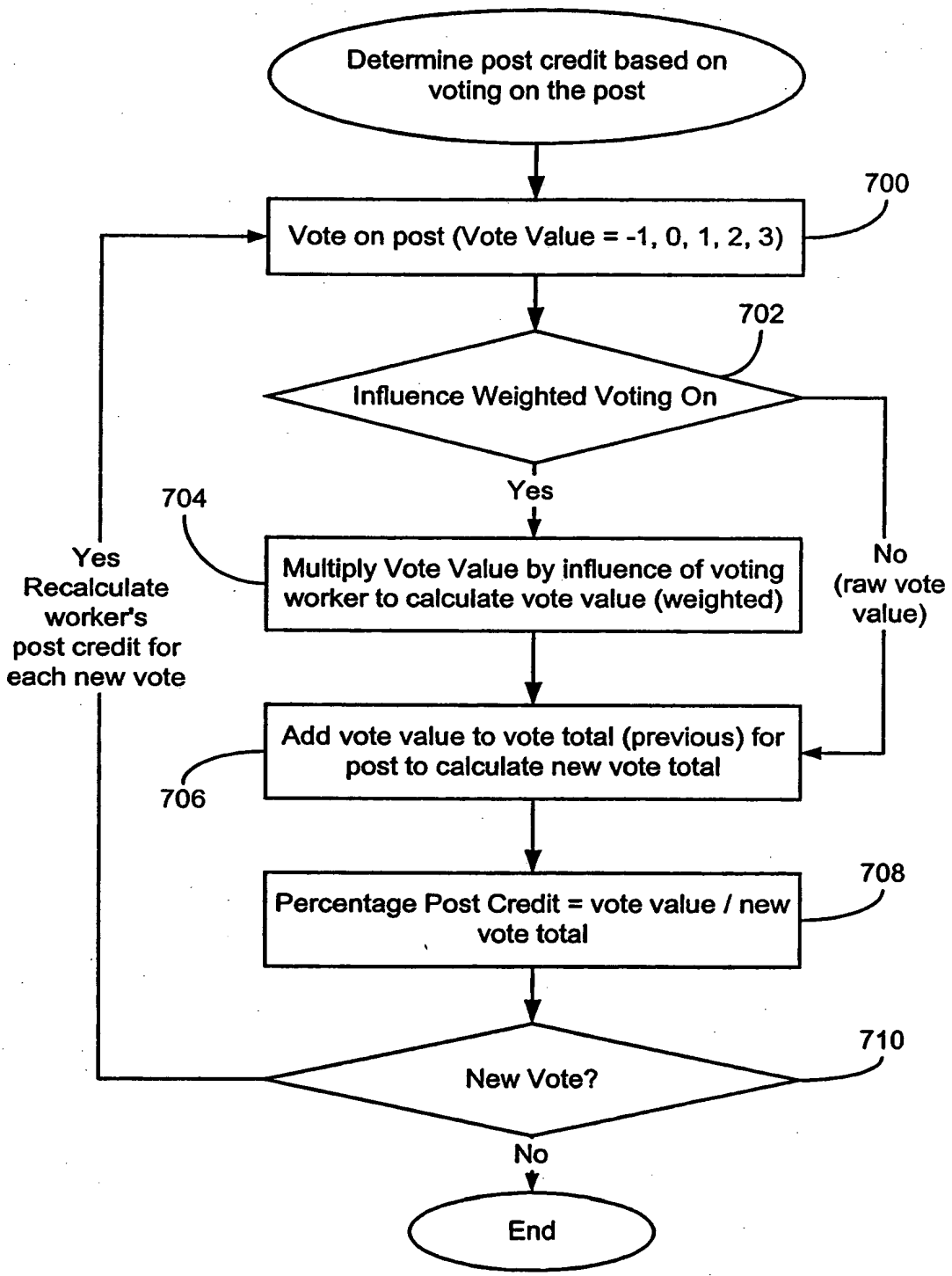
Determine post credit based on voting on the post
700
Vote on post (Vote Value = -1, 0, 1, 2, 3)
702
Influence Weighted Voting On
Yes
704
Multiply Vote Value by influence of voting worker to calculate vote value (weighted)
No (raw vote value)
Yes Recalculate worker's post credit for each new vote
Add vote value to vote total (previous) for post to calculate new vote total
706
708
Percentage Post Credit = vote value / new vote total
710
New Vote?
No
End

FIG.7

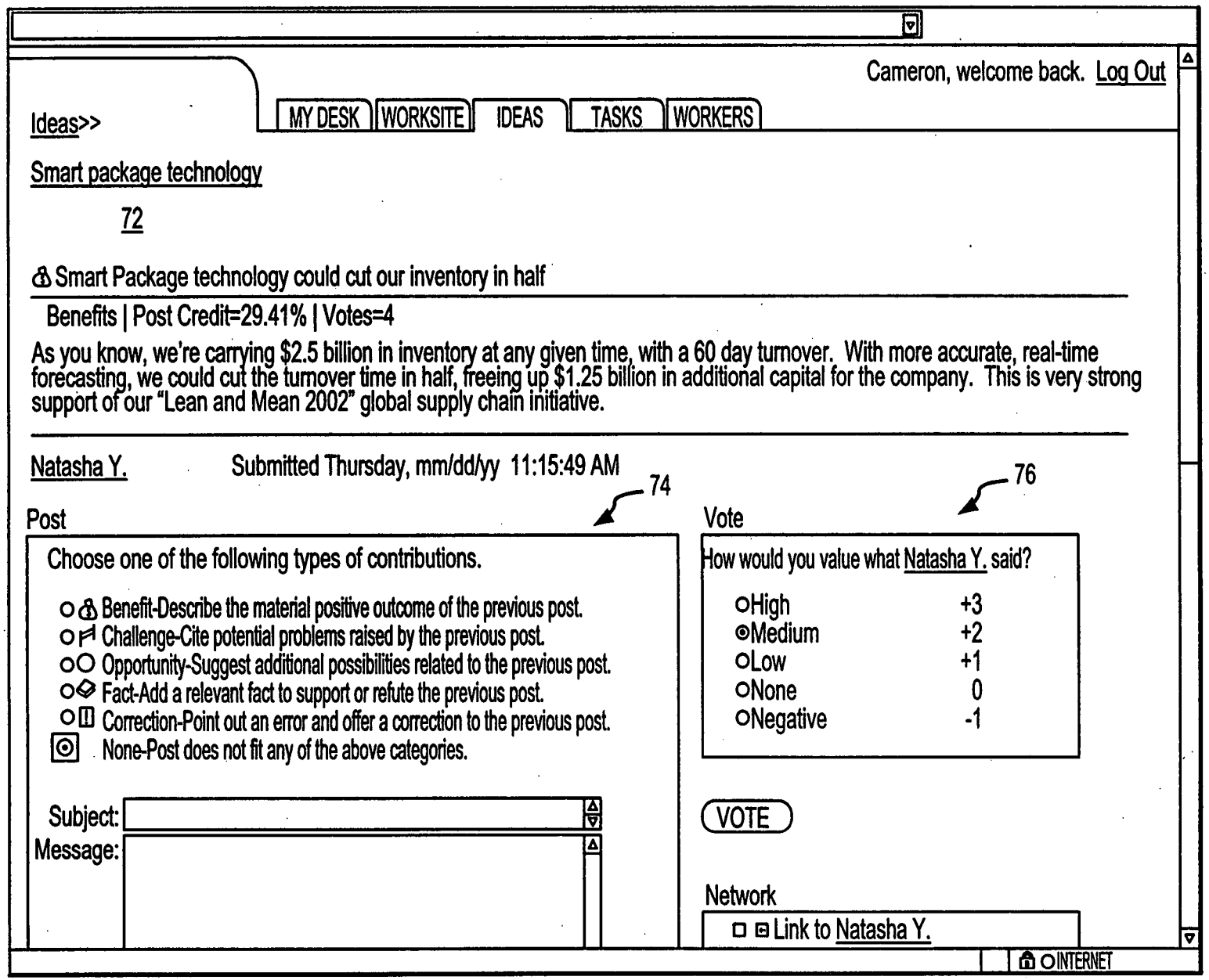
Cameron, welcome back. Log Out
Ideas>>
MY DESK
WORKSITE
IDEAS
TASKS
WORKERS
Smart package technology
72
Smart Package technology could cut our inventory in half
Benefits | Post Credit=29.41% | Votes=4
As you know, we're carrying $2.5 billion in inventory at any given time, with a 60 day turnover. With more accurate, real-time forecasting, we could cut the turnover time in half, freeing up $1.25 billion in additional capital for the company. This is very strong support of our "Lean and Mean 2002" global supply chain initiative.
Natasha Y.
Submitted Thursday, mm/dd/yy 11:15:49 AM
74
76
Post
Choose one of the following types of contributions.
Benefit-Describe the material positive outcome of the previous post.
Challenge-Cite potential problems raised by the previous post.
Opportunity-Suggest additional possibilities related to the previous post.
Fact-Add a relevant fact to support or refute the previous post.
Correction-Point out an error and offer a correction to the previous post.
None-Post does not fit any of the above categories.
Subject:
Message:
Vote
How would you value what Natasha Y. said?
High +3
Medium +2
Low +1
None 0
Negative -1
VOTE
Network
Link to Natasha Y.
INTERNET

FIG.8A

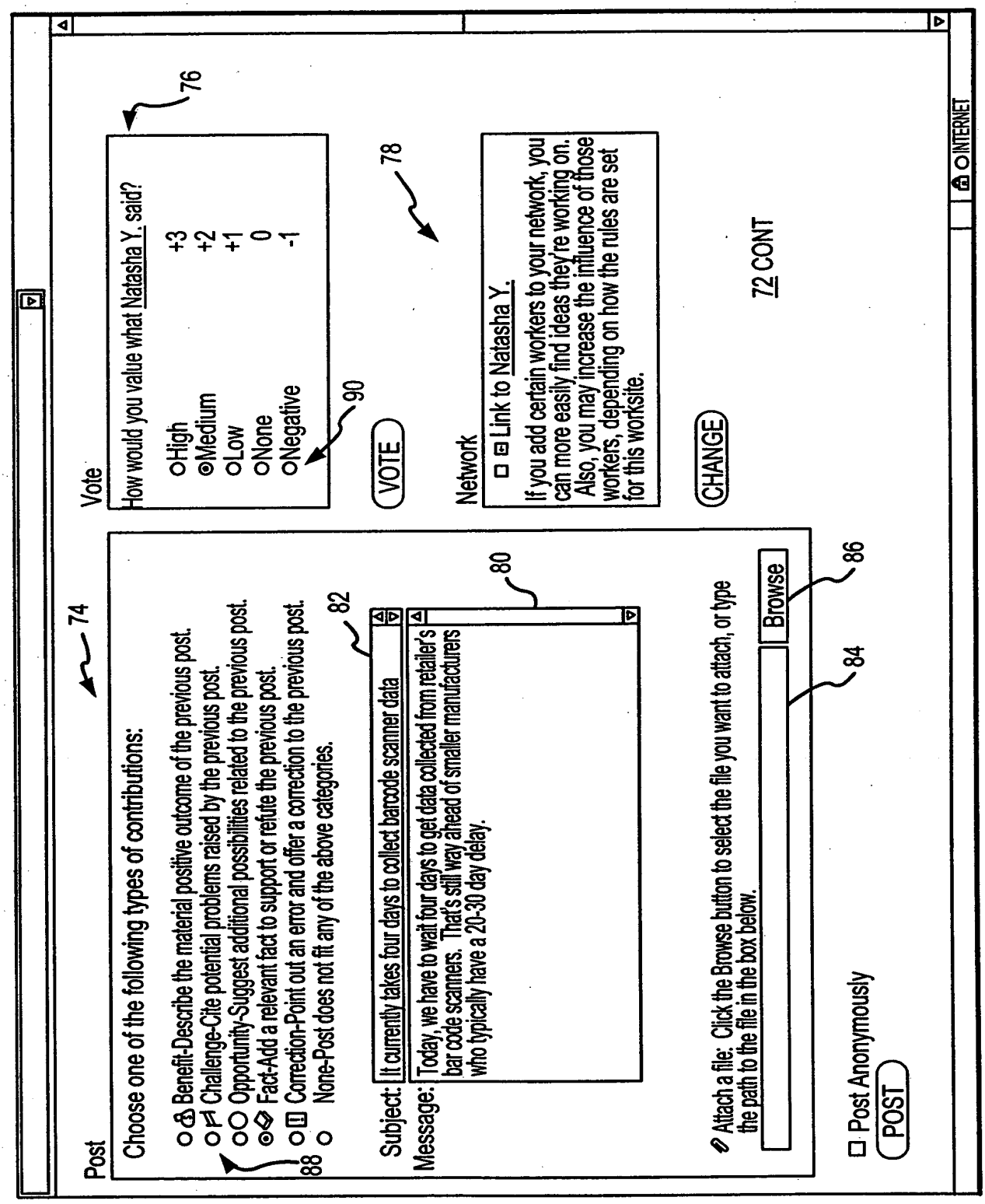
Post
Choose one of the following types of contributions:
Benefit-Describe the material positive outcome of the previous post.
Challenge-Cite potential problems raised by the previous post.
Opportunity-Suggest additional possibilities related to the previous post.
Fact-Add a relevant fact to support or refute the previous post.
Correction-Point out an error and offer a correction to the previous post.
None-Post does not fit any of the above categories.
88
74
Subject: It currently takes four days to collect barcode scanner data
Message: Today, we have to wait four days to get data collected from retailer's bar code scanners. That's still way ahead of smaller manufacturers who typically have a 20-30 day delay.
82
80
Attach a file: Click the Browse button to select the file you want to attach, or type the path to the file in the box below.
Browse
86
84
Post Anonymously
POST
Vote
How would you value what Natasha Y. said?
High +3
Medium +2
Low +1
None 0
Negative -1
76
90
VOTE
78
Network
Link to Natasha Y.
If you add certain workers to your network, you can more easily find ideas they're working on. Also, you may increase the influence of those workers, depending on how the rules are set for this worksite.
CHANGE
72 CONT
INTERNET

FIG.8B

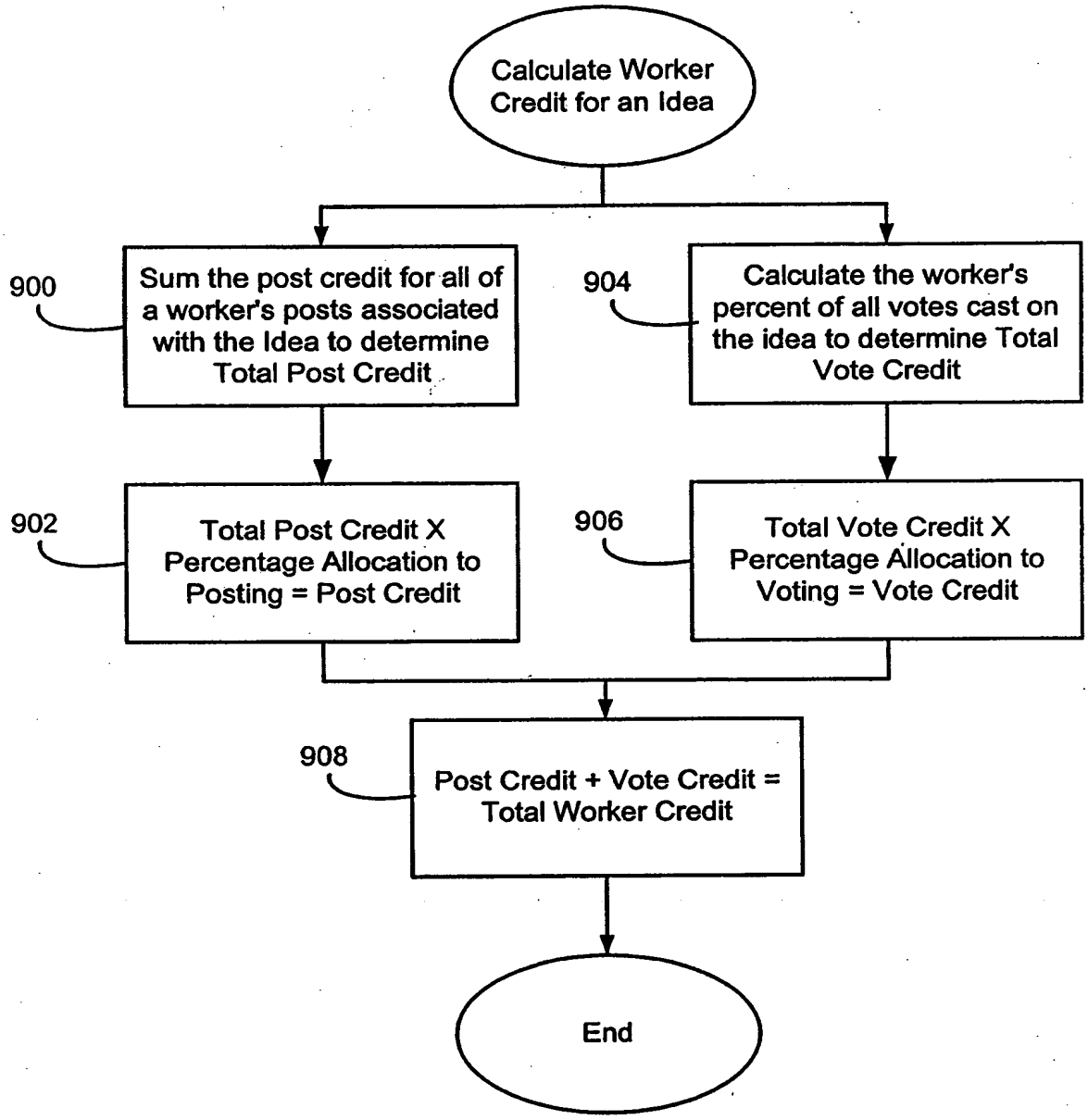
Calculate Worker Credit for an Idea
900
Sum the post credit for all of a worker's posts associated with the Idea to determine Total Post Credit
904
Calculate the worker's percent of all votes cast on the idea to determine Total Vote Credit
902
Total Post Credit X Percentage Allocation to Posting = Post Credit
906
Total Vote Credit X Percentage Allocation to Voting = Vote Credit
908
Post Credit + Vote Credit = Total Worker Credit
End

FIG.9

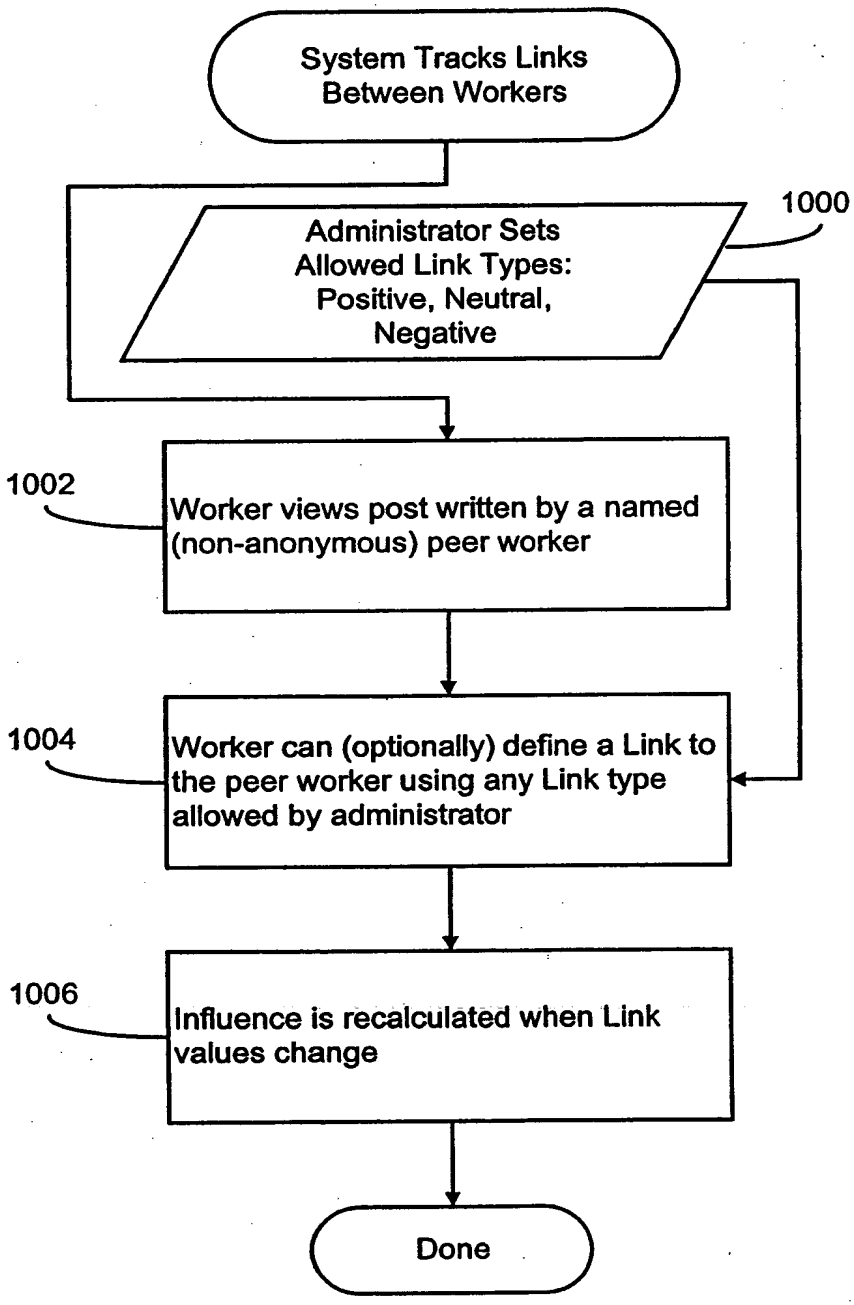
System Tracks Links Between Workers
1000
Administrator Sets Allowed Link Types: Positive, Neutral, Negative
1002
Worker views post written by a named (non-anonymous) peer worker
1004
Worker can (optionally) define a Link to the peer worker using any Link type allowed by administrator
1006
Influence is recalculated when Link values change
Done

FIG.10

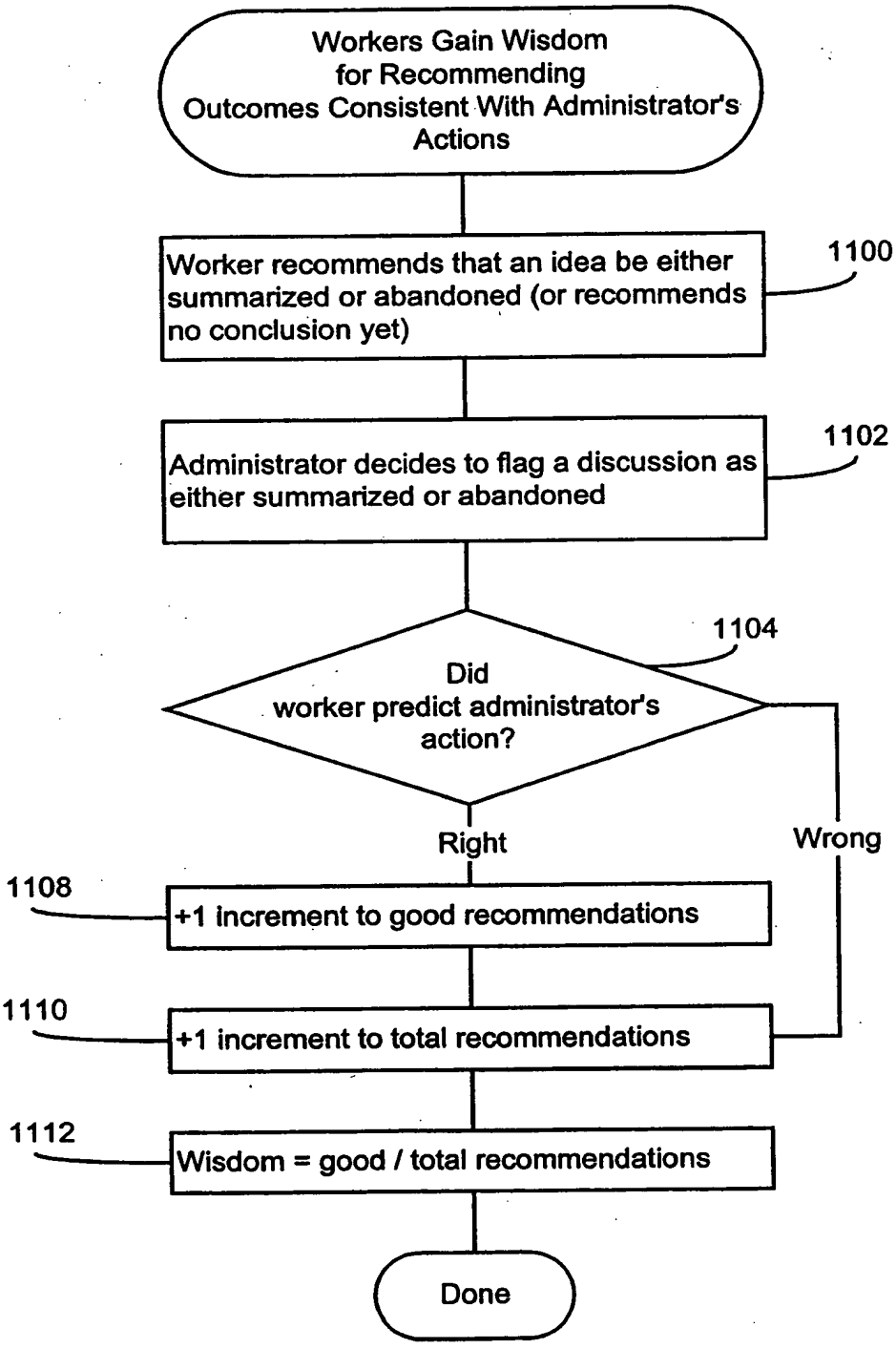
Workers Gain Wisdom for Recommending Outcomes Consistent With Administrator's Actions
Worker recommends that an idea be either summarized or abandoned (or recommends no conclusion yet)
1100
Administrator decides to flag a discussion as either summarized or abandoned
1102
Did worker predict administrator's action?
1104
Right
Wrong
1108
+1 increment to good recommendations
1110
+1 increment to total recommendations
1112
Wisdom = good / total recommendations
Done

FIG.11

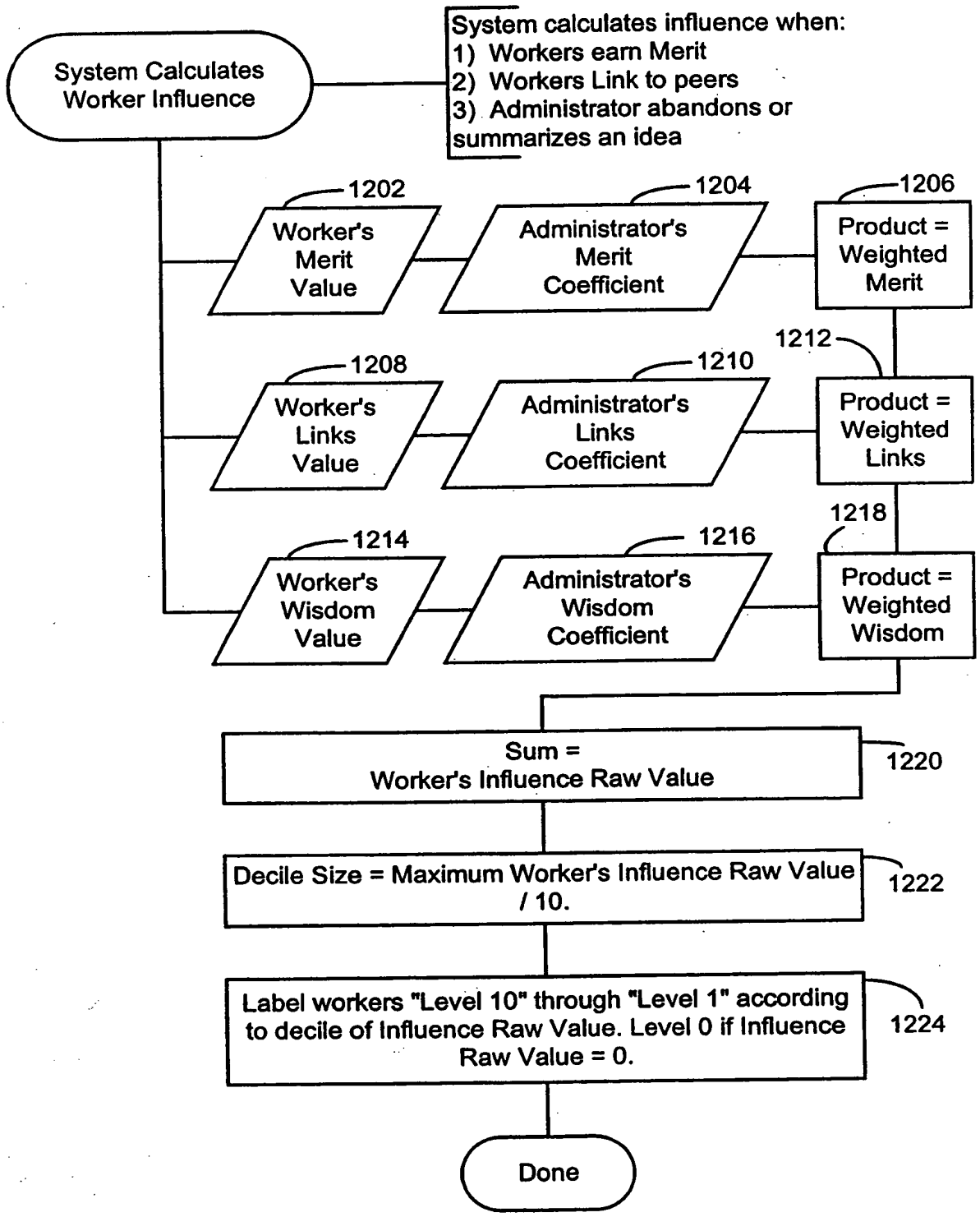
System Calculates Worker Influence
System calculates influence when:
1) Workers earn Merit
2) Workers Link to peers
3) Administrator abandons or summarizes an idea
1202
Worker's Merit Value
1204
Administrator's Merit Coefficient
1206
Product = Weighted Merit
1212
1208
Worker's Links Value
1210
Administrator's Links Coefficient
Product = Weighted Links
1218
1214
Worker's Wisdom Value
1216
Administrator's Wisdom Coefficient
Product = Weighted Wisdom
Sum = Worker's Influence Raw Value
1220
Decile Size = Maximum Worker's Influence Raw Value / 10.
1222
Label workers "Level 10" through "Level 1" according to decile of Influence Raw Value. Level 0 if Influence Raw Value = 0.
1224
Done

FIG.12

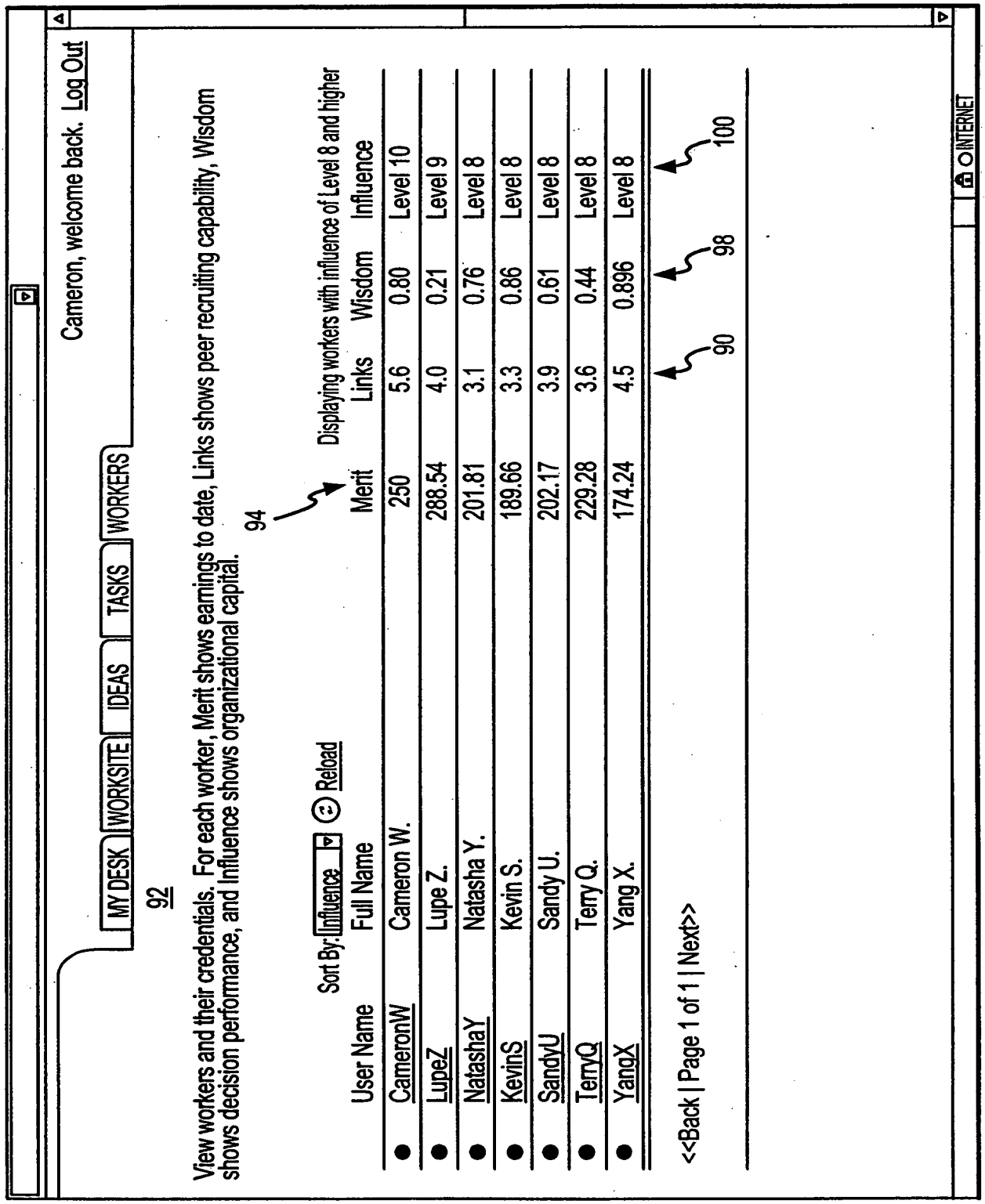
Cameron, welcome back. Log Out
MY DESK
WORKSITE
IDEAS
TASKS
WORKERS
92
View workers and their credentials. For each worker, Merit shows earnings to date, Links shows peer recruiting capability, Wisdom shows decision performance, and Influence shows organizational capital.
94
Sort By: Influence
Reload
Displaying workers with influence of Level 8 and higher
User Name
Full Name
Merit
Links
Wisdom
Influence
CameronW
Cameron W.
250
5.6
0.80
Level 10
LupeZ
Lupe Z.
288.54
4.0
0.21
Level 9
NatashaY
Natasha Y.
201.81
3.1
0.76
Level 8
KevinS
Kevin S.
189.66
3.3
0.86
Level 8
SandyU
Sandy U.
202.17
3.9
0.61
Level 8
TerryQ
Terry Q.
229.28
3.6
0.44
Level 8
YangX
Yang X.
174.24
4.5
0.896
Level 8
90
98
100
<<Back | Page 1 of 1 | Next>>
INTERNET

FIG.13

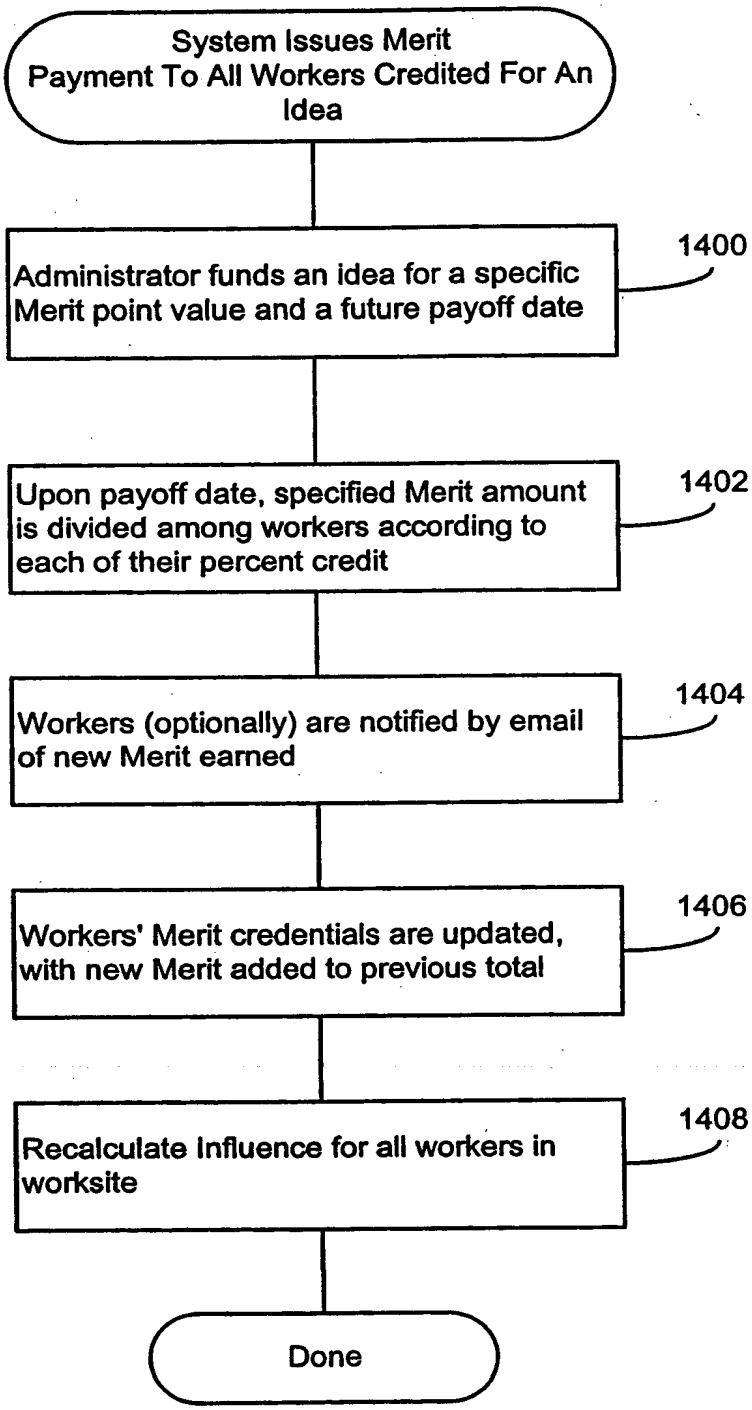
System Issues Merit Payment To All Workers Credited For An Idea
Administrator funds an idea for a specific Merit point value and a future payoff date
1400
Upon payoff date, specified Merit amount is divided among workers according to each of their percent credit
1402
Workers (optionally) are notified by email of new Merit earned
1404
Workers' Merit credentials are updated, with new Merit added to previous total
1406
Recalculate Influence for all workers in worksite
1408
Done

FIG.14

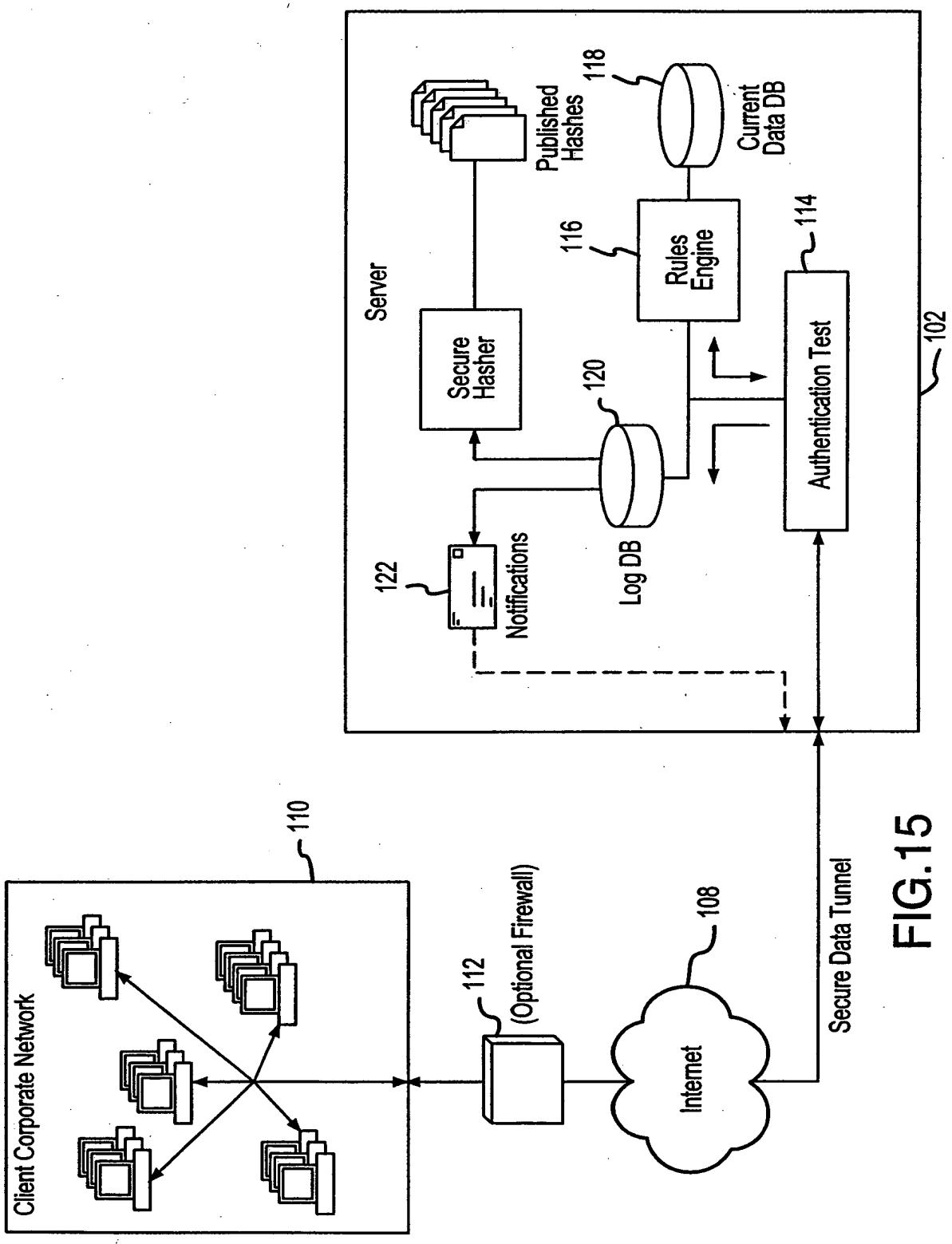
Server
Published Hashes
118
Current Data DB
116
Rules Engine
114
Secure Hasher
120
Authentication Test
102
Log DB
122
Notifications
110
Client Corporate Network
112
(Optional Firewall)
108
Internet
Secure Data Tunnel

FIG.15

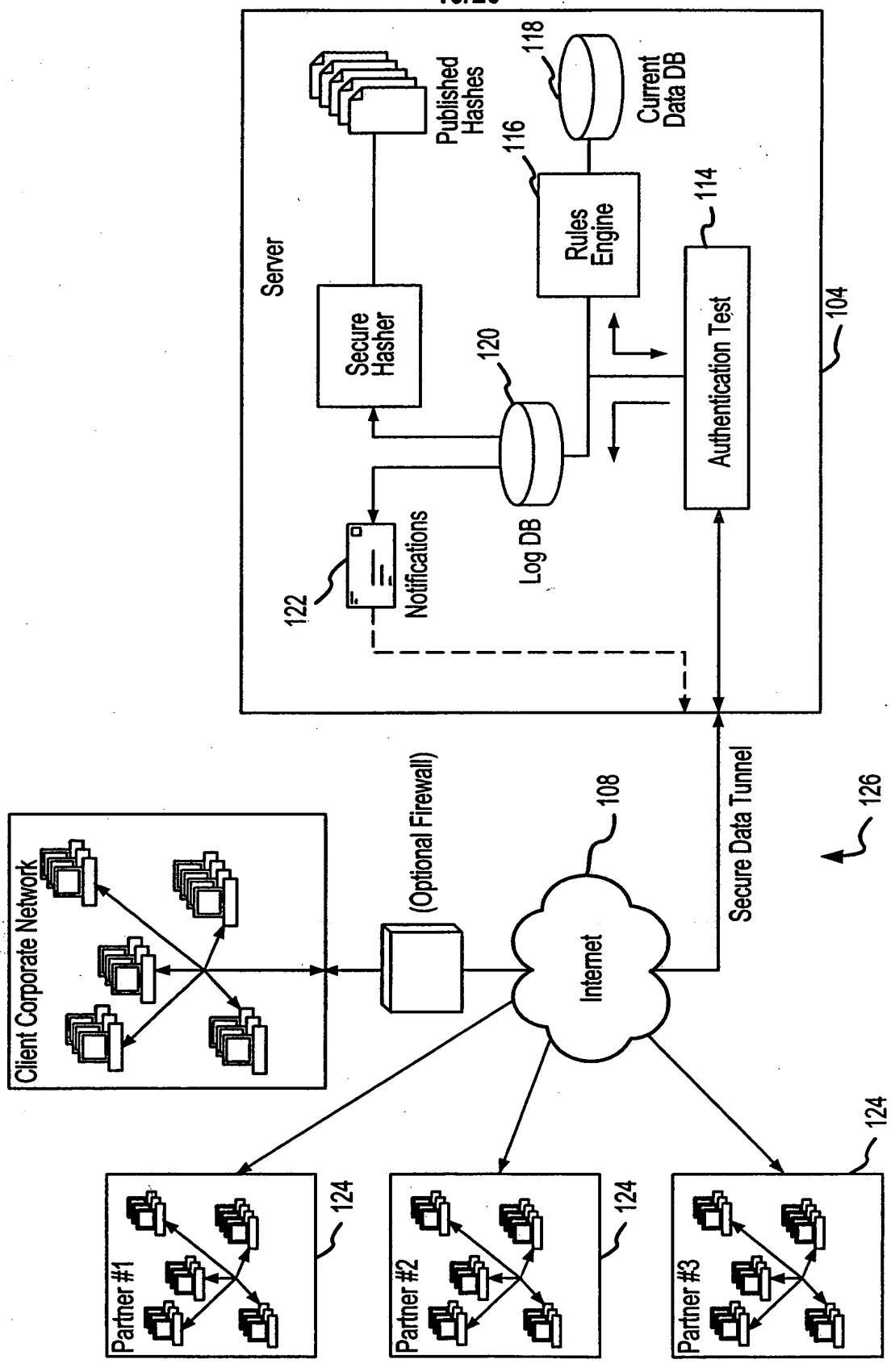
Server
Published Hashes
118
Current Data DB
116
Rules Engine
114
Secure Hasher
120
Authentication Test
104
Log DB
122
Notifications
Client Corporate Network
(Optional Firewall)
108
Internet
Secure Data Tunnel
126
Partner #1
124
Partner #2
124
Partner #3
124

FIG.16

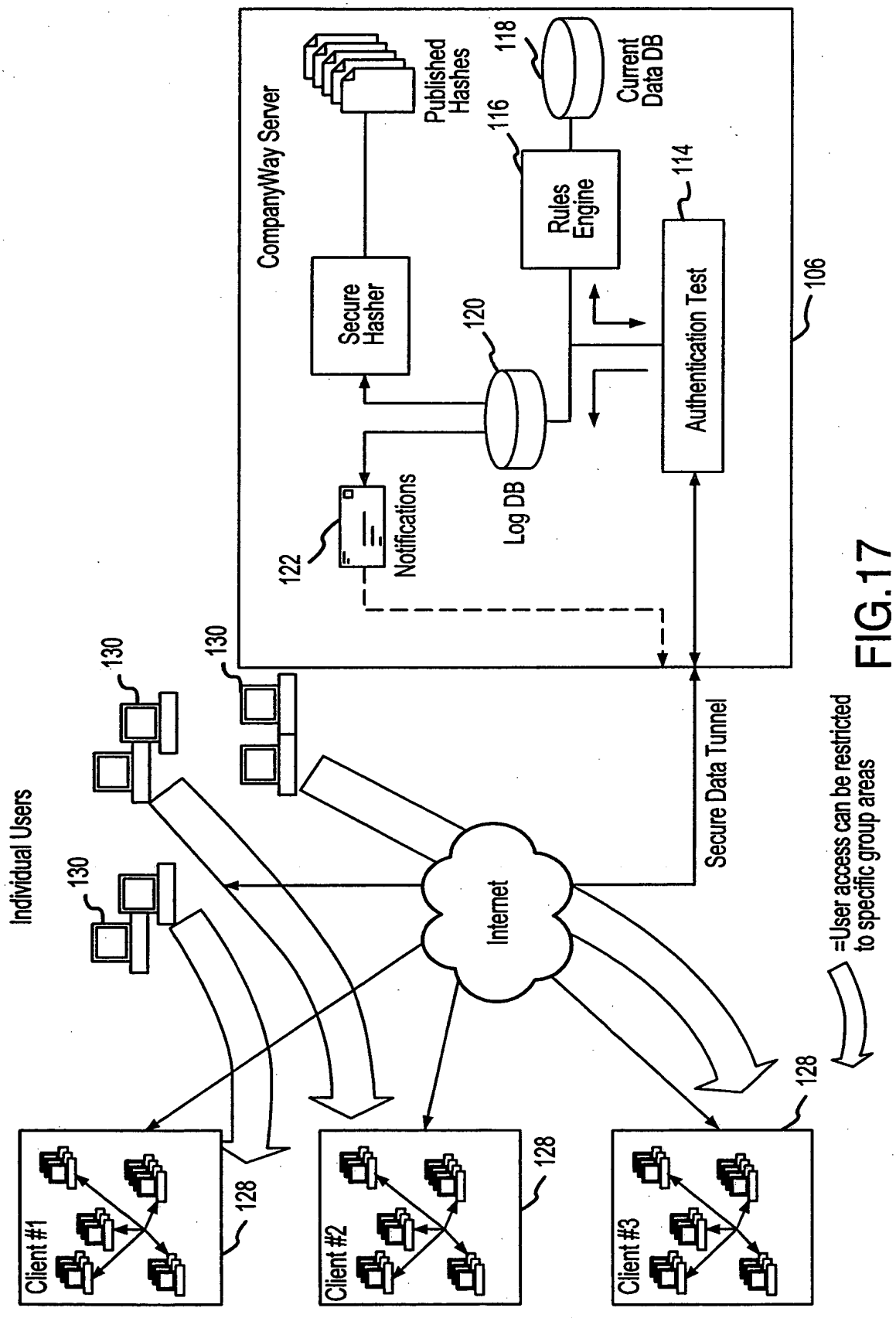
CompanyWay Server
Published Hashes
118
Current Data DB
116
Rules Engine
114
Secure Hasher
120
Authentication Test
106
Log DB
122
Notifications
130
130
130
Individual Users
Internet
Secure Data Tunnel
=User access can be restricted to specific group areas
128
128
128
Client #1
Client #2
Client #3

FIG.17

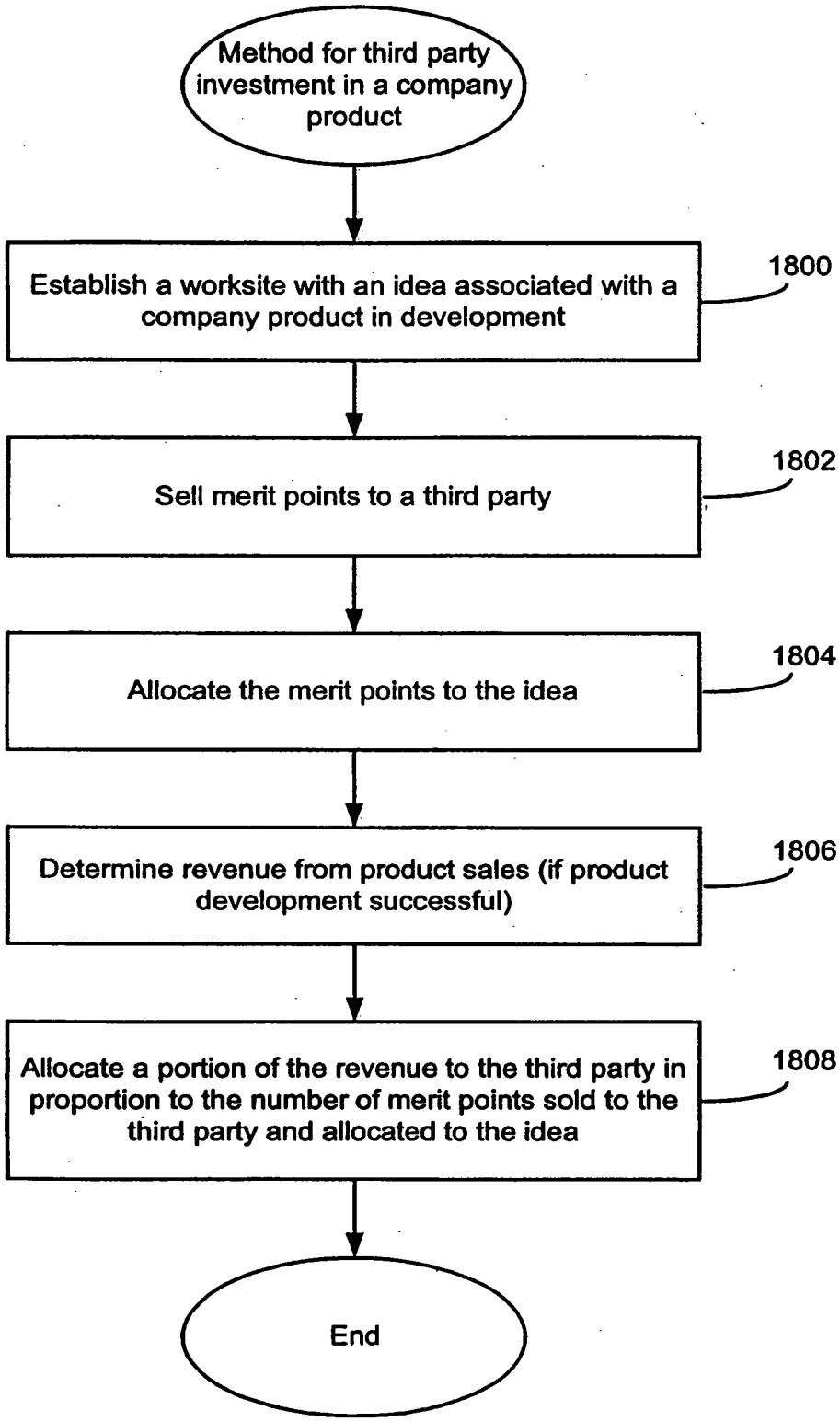
Method for third party investment in a company product
Establish a worksite with an idea associated with a company product in development
1800
Sell merit points to a third party
1802
Allocate the merit points to the idea
1804
Determine revenue from product sales (if product development successful)
1806
Allocate a portion of the revenue to the third party in proportion to the number of merit points sold to the third party and allocated to the idea
1808
End

FIG.18